



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

Division of Student Success

2021-2022 Annual Report





“In an uncertain world, we are a university built on empowering each student by developing their potential.”

-Amber Williams, Vice Provost for Student Success



“I really enjoyed Summer Welcome. Everyone was so nice and helpful, and it was a very successful day. I feel much more confident on campus and knowing where everything is located.”

-Anonymous Student from Orientation’s Summer Welcome

“Sharing our CliftonStrengths with our classmates was one of the most positive experiences in this course as it helped us all to see how our strengths can easily relate to one another while building a sense of comradery within the class.”

-Anonymous Student in FYS 101 Course

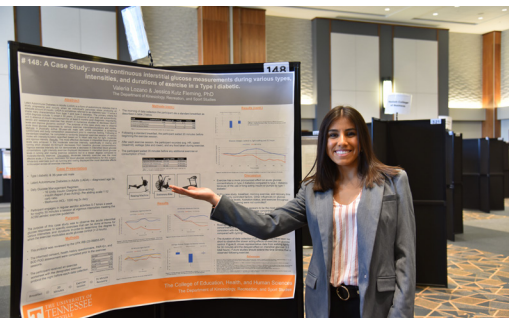


“I am so immensely thankful for all the undergraduate research opportunities that the University of Tennessee has provided me, connecting me with wonderful mentors who genuinely care about my personal and academic growth and giving me chances to gain confidence presenting my research.”

-Alex Greenhalgh, 2022 Goldwater Scholar

“I am very appreciative of the help I received from (my academic career exploration coach). After the appointment, I feel much more confident and much more knowledgeable about the majors offered to me.”

-Anonymous Student in the Center for Career Development & Academic Exploration



“The Veterans Success Center has greatly educated me to my entitled benefits and also helped me to understand my military payments and financial aid.”

-Jacob Leatherwood, Air National Guard veteran

“After meeting with my honors coach, I left with a plan and felt like I knew what my next steps were. I felt a sense of ease.”

-Anonymous Student in the Honors Program

“The ASC feels like a welcoming and safe environment. I was able to have a professional confirm that my habits and methods were beneficial to me. It made me feel affirmed in continuing to study and work as I have been.”

-Anonymous Student in the Academic Success Center (ASC)



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Student Success Goals

Retention

Goal: UT will increase first-to-second-year retention rates by supporting all students and paying particular attention to the achievement gaps for first-generation and underrepresented minority students.

Outcome:

As of August 2022, over 88.6% of first-year students (compared to 87.8% of fall 2020 cohort) are enrolled to continue at UT for fall 2022, including persistence of:

- 83.9% of Pell-eligible students (3.9% increase from fall 2020 cohort)
- 80.9% of first-generation students (0.3% increase from fall 2020 cohort)
- 85.3% of underrepresented minority students (2.1% increase from fall 2020 cohort)

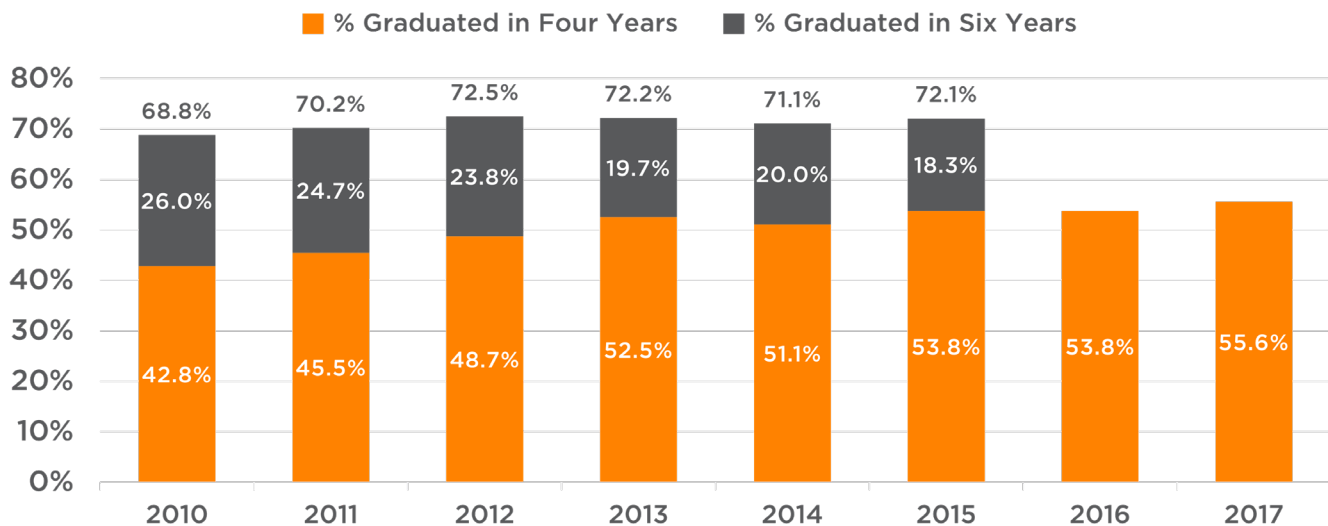
Engagement

Goal: Student scholars will intentionally maximize their strengths and understand how they contribute to their academic dreams, career paths, and personal well-being.

Outcome:

- 100% of first-year students enrolled in a first-year seminar course (FYS or college-specific), a high-impact practice.
- 98% of first-year students met with a core member of their Vol Success Teams (academic advisor, academic coach).

Graduation Rates by Cohort Year
Fall 2010 to 2017 Cohorts



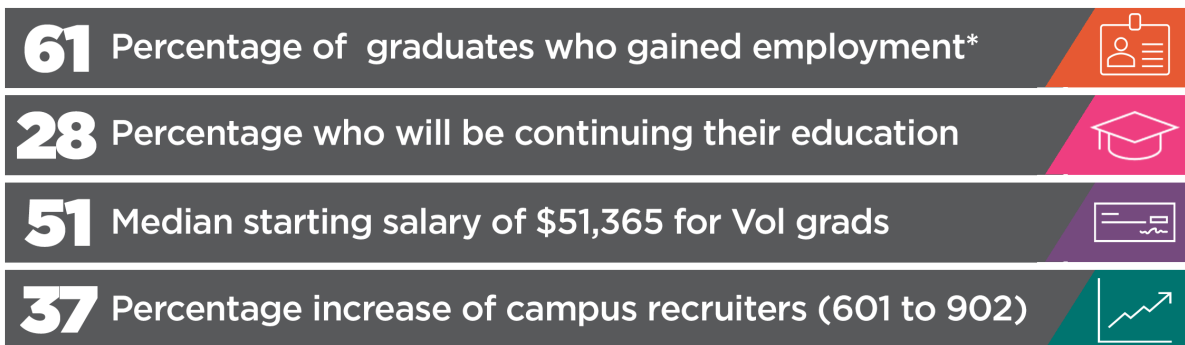


Student Success Signature Programs

Center for Career Development & Academic Exploration

The Center for Career Development & Academic Exploration (CCDAE) hosted and supported 15 career fairs (12 in-person and three virtual) during the 2021-2022 academic year. These fairs welcomed 1,100 employers and 5,000+ students who made connections with organizations leading to internships, job offers, and a better understanding of their career prospects.

The CCDAE had 22,765 unique users, an 8% percent increase from the 2020-2021 academic year, for qualifying services (e.g., Handshake profiles, coaching appointments, and attendance at events and presentations).



*Fall 2021 and spring 2022 graduates

Vol Success Teams

The Vol Success Teams continued their efforts to impact first-year student scholars through academic and student support services. Each team is comprised of a student's academic advisor, academic coach, One Stop counselor, and faculty, and is designed to assist student scholars in their holistic development.

Through the efforts of the Vol Success Team, academic advisors conducted:

	AY 2020-2021	AY 2021-2022	% +/-
Advising Appointments	13,506	13,985	+3.5%

During the 2021-2022 academic year:

- 12,643 coaching engagements (e.g., one-on-one appointments, outreach activities, etc.) were conducted with first-year students.
- Academic coaches provided 5,564 one-on-one interactions with UT students.

	AY 19-20	AY 20-21	AY 21-22	1-year % +/-	2-year % +/-
Coaching Engagements	3,277**	7,984	12,643	+58%	+286%

**Note: services with significantly large increases may be a product of alternative modalities caused by the COVID-19 pandemic in the 2020-21 academic year.



Student Success Signature Programs

Vols Study Together

The Vol Study Center continued its efforts to increase study sessions, strengthen academic support with Supplemental Instruction, and collaborate with campus partners to expand study spaces and study sessions. These interactions** resulted in the following:

	AY 2021-2022	% +/-
Study Sessions	8,484	118%
Supplemental Instruction	28,535	37%
Drop-in Study Sessions	6,719	No drop-ins previously
Total UT Student Contacts	43,738	77.3%

	AY 2021-2022	% +/-
Study Sessions	4,283	113%
Supplemental Instruction	12,067	42%
Drop-in Study Sessions	3,706	No drop-ins previously
Total First-Year Student Contacts	20,056	91%

	AY 2021-2022	% +/-
Study Sessions	977	174%
Supplemental Instruction	2,031	42%
Drop-in Study Sessions	783	No drop-ins previously
Total UT Student Contacts	3,794	112%

**Note: services with significantly large increases may be a product of alternative modalities caused by the COVID-19 pandemic in the 2020-21 academic year.

Academic Support outcomes:

- 94% of first-year student scholars achieved good academic standing at the conclusion of their first academic year at UT. This achievement is the highest in UT history.
- First-year students attending at least one coaching appointment had an average GPA of 2.70.
- First-year students attending at least one Supplemental Instruction session had an average GPA of 3.49, compared to the 3.25 overall average term GPA for all first-year cohort students.
- Students who responded to academic alert outreach efforts yielded higher GPAs (2.34) than students who did not respond (2.07).



Student Success Signature Programs

The Volunteer Experience—Student Success Grants

This year we created the Volunteer Experience, a university-wide approach to promoting student well-being and career readiness. During the fall 2021 semester, the Volunteer Experience Student Success Grant program awarded grants to the biology faculty to focus on Biology 150 and 160. This partnership with Teaching & Learning Innovation (TLI), continued with additional grants to Engineering Fundamentals 141 to focus on self-efficacy and English 102 with focus on equitable assessment practices.

We have achieved our goal of having three active grants for the 2022-2023 academic year and are in early conversations with the Math department about submitting a fourth grant in fall 2022.



Biology

The Biology Booster Shot grant was awarded in September 2021, allocating \$29,645 over the 2021-2022 and 2022-2023 academic years to improve student success in Biology 150 and 160 by (1) enhancing learner support programs in collaboration with the ASC, (2) re-aligning learning objective and pedagogical approaches, and (3) creating a culture of continuous pedagogical reflection framed within positive psychology.

Engineering Fundamentals

The Developing Self Efficacy and Confidence Among Pre-Calculus Engineering Students grant was awarded in April 2022, allocating \$30,000 from July 2022 to June 2024 to support Engineering Fundamentals 141 and 142 students in developing self-efficacy around math and physics concepts and to reduce academic stress managements.

First-Year Composition

The Equitable Assessment in First-Year Composition grant was awarded in June 2022, allocating \$60,125 from July 2022 to June 2024 to support English 101 and 102 faculty in developing equitable approaches to writing assessment and provide continuity for such an approach in the First-Year Curriculum program.



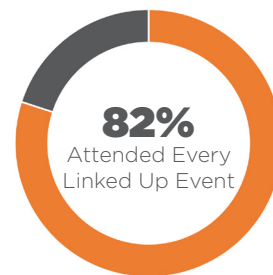
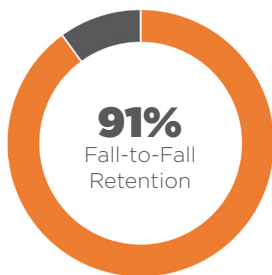
Student Success Signature Programs

UT Success Academy

Concluding its first year, the UT Success Academy (UTSA) provided high-level support, engagement, and programming for first-year Black and Latinx men. Through authentically welcoming and inviting spaces, UTSA student scholars have received a first-year experience that has fostered an environment where they engage socially and academically within the UT campus community. UTSA student scholars achieved a 91% retention rate compared to Black and Latinx men not enrolled in the program (78%).

As of June 30, 2022, program outcomes included:

- All UTSA student scholars completed an individual success plan during the academic year.
- All UTSA student scholars participated in at least one student organization or leadership activity.



Study Abroad in Puerto Rico

Seventeen first-year students had an amazing study abroad experience to conclude their year as Vols. UTSA staff and students embarked on a week-long excursion to Puerto Rico; there they were immersed in Puerto Rican culture through city and museum tours, dance lessons, and an understanding of the agricultural offerings at fruit farms.

“

- So, coming here was going to be a big difference for me but being able to see UT Success Academy gave me an opportunity to still be around people that shared the same experiences as me, and we could just journey and power through it together.
- I couldn't imagine coming to UT, and not having this family, helping me along the way.
- It's provided me the background, being able to make new friends and build relationships from the beginning, and just giving me that comfort coming into Tennessee.

”





Student Success Signature Programs

Undergraduate Research & Fellowships

Undergraduate Research & Fellowships (URF) hosted their annual Discovery Day and EURēCA competitions, which are showcases of undergraduate research and faculty mentorship. Together, both exhibitions featured 1,105 student presenters and 307 faculty mentors. Ninety-one research awards were given by the colleges at EURēCA.

URF conducted campus interviews, composed evaluations, and submitted applications for 107 student scholars applying for national and international awards. In addition, they launched the first Gilman application writing workshop, comprised of 16 Pell-eligible students who would like to study abroad. Of those students, 80% were named Gilman Scholars, UT's highest number ever.

UT 2021-2022 Student Fellowship Recipients:

Fulbright Student Scholars

Ashlyn Anderson (Interdisciplinary Studies)
 Gabriella Bellot (Political Science)
 Sara Burnette (Biology)
 Megan Engle (English, Political Science, & French)
 Saylor Epperson (Political Science)
 Katherine Fulcher (Political Science & Hispanic Studies)
 Hannah Geerlings (English)
 Hyunkyung Aileen Lee (Secondary Education)
 Timothy Meidl (Ecology & Evolutionary Biology and Philosophy)
 Cullen Sayegh (Architecture)
 Niamh Schumacher (Food Science)
 Juliana Upchurch (Interdisciplinary Studies)
 Anita Voorhees (English & Psychology)

Critical Language Scholars

Diba Seddighi (College Scholars Program)
 Megan Whittle (Nuclear Engineering & Russian)

Boren Scholar

Jack Schwartz (Political Science)

Goldwater Scholars

Alexander Greenhalgh (Materials Science & Engineering)
 Hannah Lee (Biochemistry, Cellular, and Molecular Biology)

National Science Foundation's Graduate Research Fellowship

Ashley Babjac (Electrical Engineering & Computer Science)
 Keri Burge (Anthropology)
 Tyler Cultice (Electrical Engineering & Computer Science)
 Logan Dunn (Biochemistry and Cellular and Molecular Biology)
 Alivia Nytko (Ecology and Evolutionary Biology)



Rachel Stewart
 (Environmental Sociology)
Truman Scholar
 UT's First in 25 Years



Tasimba Jonga
 (Chemical Engineering)
Knight-Hennessy Scholar
 First in UT History



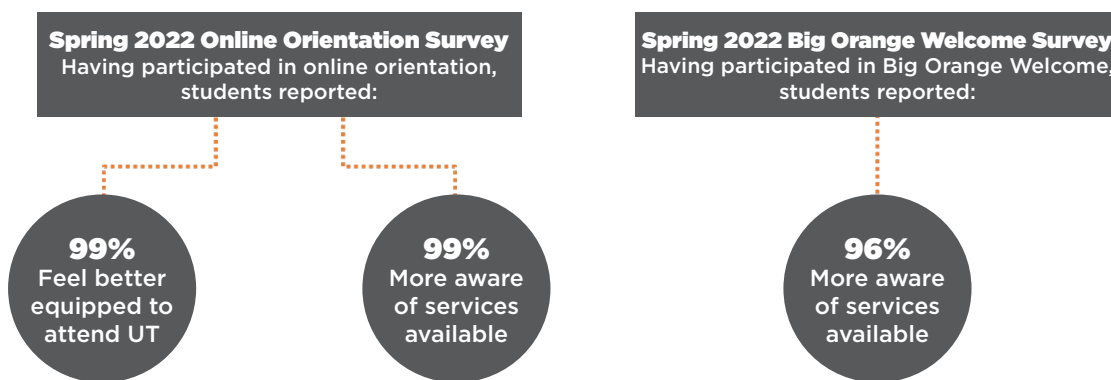
Additional Activities

New Vol Orientation

Our New Student Orientation initiatives have provided our incoming Vols with programming and information yielding a strong foundation to their collegiate experience. With an introduction to essential knowledge, personnel, and resources, first-year students received the new Vol experience that yielded opportunities to build meaningful relationships, connect with campus resources, and have positive engagements.

As of June 1, 2022, program outcomes included:

- 95% of fall 2021 and 100% of spring 2022 confirmed students registered for New Vol Orientation
- 86% of confirmed students participated in Welcome to Rocky Top: Spring 2022.



Undergraduate Research & Fellowships—Developmental Research Assistants Program

In support of Pell-eligible and first-generation students, Undergraduate Research & Fellowships (URF) launched the Departmental Research Assistants (DRA) program—the largest research placement initiative within URF. Eligible students may receive funding support as early as the second semester of their first year. Because of the DRA program, Pell-eligible and first-generation researchers made up over 66% of all undergraduate researchers supported by OURF in AY 21-22.

First-Year Experience

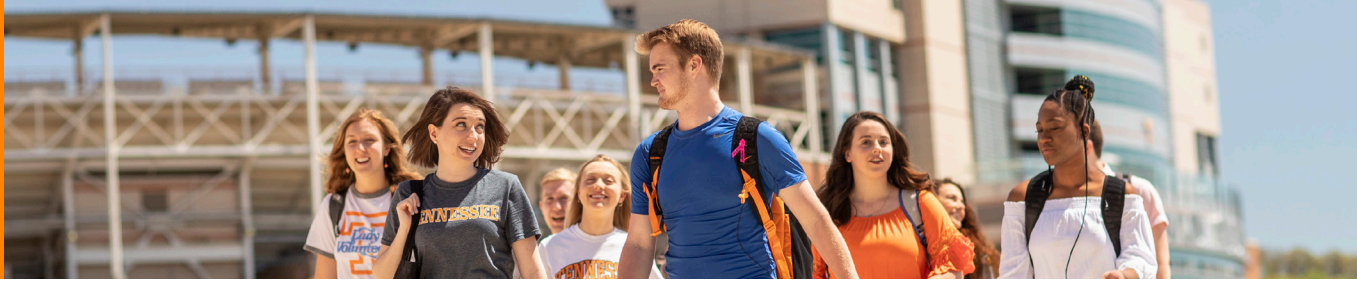
To enhance student scholars' persistence and sense of belonging, the First-Year Experience (FYE) engages first-year student scholars with peers, faculty, and staff through two courses: a first-year seminar and an academic course hosted by the student's college. Additionally, student scholars benefit from a host of programs and services in their first-year offerings.

Outcomes included:

- A redesigned FYS 101 curriculum shifted focus to engaged inquiry in student well-being, learning science, leadership, and CliftonStrengths.
- The First-Year Programs Conference engaged 250+ participants, utilizing in-person and virtual modalities, to increase participant knowledge of well-being, learning science, and strengths while also providing networking opportunities for instructors and peer mentors.



Compared to non-participant = 3.16



Path Forward

Honors & Scholars Program Reimagining Committee

In September 2022, the Office of the Provost and Division of Student Success will launch an Honors & Scholars Reimagining Working Group comprised of students, Honors and Scholars alumni, faculty, and staff to critically review and benchmark UT's current programs and make recommendations for the future. This process will include site visits to nationally recognized Honors programs.

Haslam Scholars Program New Leadership Curriculum

The Haslam Scholars Program (HSP) is launching a new four-year leadership curriculum that provides student scholars with opportunities to positively improve their personal and professional spaces. In year one, scholars will start the process of exploring their academic and personal goals through coaching and mentoring while beginning the Haslam Scholars leadership course series. During year two, they continue leadership coursework while learning about challenges in Tennessee in preparation for the summer internship and begin work on their HSP leadership capstone. During years three and four, they complete the Haslam Scholars Leadership Capstone project and their independent thesis project before graduation.

Strategic Plan Development for Academic Advising

In spring 2022, an internal and external academic advising review was conducted to identify areas of strength and opportunities to source the next strategic plan development of academic advising at UT. A strategic plan process is underway that supports Goal One of UT's Strategic Vision - creating a Volunteer Experience rooted in well-being where every student scholar can thrive.

Fall 2022 Collaborative Kickoff

The Academy for Global Scholars, UT Flagship Institute, Volunteer Talent Corps, and UT Success Academy will partner for a collaborative welcome to Rocky Top for student participants in their respective programs. The collaboration will include an engaging and interactive set of activities to provide students with information necessary to aid their transition to UT, while developing a rapport with students, staff, and administration from the programs.

Big Orange Welcome

In summer 2022, New Student Orientation is launching Summer Welcome. As part of the multi-phase New Student Orientation experience, Summer Welcome is a one-day, in-person experience designed to introduce new Vols and their families to the academic community with events in their college, meetings with Vol Success Teams members, campus tours, and information about housing, dining, student engagement, and more.

Volunteer Experience-Faculty Fellows and Professional Development

The inaugural Volunteer Experience Faculty Director will be onboarded this summer and will launch a search this fall for a team of Faculty Fellows who will embed well-being strategies into curricula and promote engagement with the Student Success grant initiative. Additionally, the Volunteer Experience team will collaborate with campus partners to offer signature and ongoing opportunities for the UT community to learn best practices for integrating well-being in work and classroom efforts.



Path Forward

Veteran Impact Program

Launching in fall 2022, the Veteran Impact Program (VIP) is a new initiative within the Veterans Success Center that will introduce new student veterans to the academic success skills and resources that will enhance their collegiate journey. VIP is a one-semester cohort program for incoming student veterans during which these Vols will participate in a unique veteran orientation program, receive customized individual academic plans and strengths-based coaching with a veteran-specific academic coach, enroll in a Veterans Transition course, engage with financial wellness and programming to support peer engagement, and much more.

Volunteer Talent Corps

A select group of student scholars will be invited to apply for the inaugural Volunteer Talent Corps, a program connecting Vols with on-campus opportunities to build financial resources and create lasting connections on Rocky Top. Students will benefit from early campus move in, academic and financial wellness programming and events, and social engagement opportunities with peers. Students in this program participate in an exclusive week-long Fall Kick Off Event as well as academic and financial wellness support throughout the semester.

